

be welcome  
be free  
be Berlin



## Obtaining work and residence permits for Germany

### Stumbling blocks and how to avoid them

## Who (doesn't) need a work and residence permit?



Nationals of the member states of the European Union (Union citizens) and their relatives enjoy freedom of movement, as well as the right to enter and stay in the Federal Republic of Germany.

The same applies to nationals of the countries of the European Economic Area (EEA), and likewise to Swiss nationals.

All other citizens need to apply for a residence and work permit.

## Obtaining a residence and work permit – 4 core questions

- Where are you from?
- What is your qualification?
- Which job title?
- What's the salary?

determine:

- Where to file your application
- Which authority must be involved
- The kind of residence and work permit

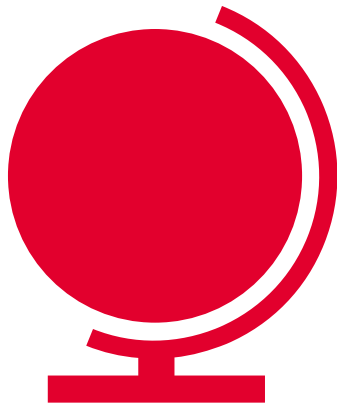
## Nationality – privileged countries



Applicants with these nationalities are allowed

- to enter Germany as a tourist, for 90 days, without a visa
- and file their application for a residence and work permit here
- But: the residence and work permit must be granted before they may start working

## Nationality – all other countries



All the others (non-EU) must go through the German Embassy in the country of their residence and file their application there.\*

Consult the official (!) web pages of the respective embassy to see more detailed information on the process, the documents required for a visa and the appointment system.

\* In case the candidate is already in Germany with a residence permit (e.g. for studying, job seeking or work), the application can be filed here.

## Two kinds of visa

A so called **C- or Schengen Visa** only makes sense

- for stays under 90 days and
- private or touristic issues.
- Employment is not allowed.

The **D- or National Visa** is requested

- for stays over 90 days and
- for several purposes like study, work, job seeking, self employment, language courses or family reunion

## Qualification

Requirement of a university degree which is recognized in Germany.  
To find out, please follow these two steps:

1. The degree with the subject/specialisation should be listed here:

[https://anabin.kmk.org/no\\_cache/filter/hochschulabschluesse.html](https://anabin.kmk.org/no_cache/filter/hochschulabschluesse.html)

2. The university must be listed here and should be marked "H+“

[https://anabin.kmk.org/no\\_cache/filter/institutionen.html](https://anabin.kmk.org/no_cache/filter/institutionen.html)

If found, create a PDF or screen shot and submit it with the other application documents to the embassy.

**anabin**Das Infoportal zu ausländischen  
Bildungsabschlüssen**KULTUSMINISTER  
KONFERENZ**  
*Zentralstelle  
für ausländisches  
Bildungswesen*

<https://anabin.kmk.org/anabin.html>

## Job Title

Data Scientist

Product Owner

Influencer

Happiness Officer

Customer Success Manager

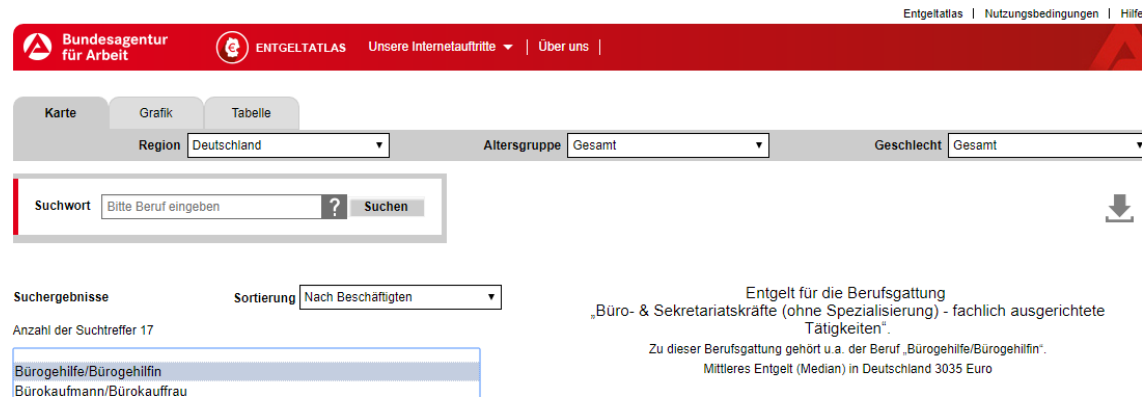


<https://berufenet.arbeitsagentur.de>



# Salary

The salary must be in line with the job title and the job description.  
Further, it should match the regional market conditions for such a position.



Entgeltatlas | Nutzungsbedingungen | Hilfe

Bundesagentur für Arbeit ENTGELTATLAS Unsere Internetauftritte | Über uns |

Karte Grafik Tabelle

Region Deutschland Altersgruppe Gesamt Geschlecht Gesamt

Suchwort  ? Suchen

Suchergebnisse Sortierung Nach Beschäftigten

Anzahl der Suchtreffer 17

- Bürohilfe/Bürohilfin
- Bürokaufmann/Bürokauffrau

Entgelt für die Berufsgattung  
„Büro- & Sekretariatskräfte (ohne Spezialisierung) - fachlich ausgerichtete Tätigkeiten“.

Zu dieser Berufsgattung gehört u.a. der Beruf „Bürohilfe/Bürohilfin“.  
Mittleres Entgelt (Median) in Deutschland 3035 Euro

<https://entgeltatlas.arbeitsagentur.de>

# Blue Card EU

<b>Labor market access for the highly qualified – overview 2019</b>			
<b>Qualification</b>	<b>Gross salary (Euro)</b>	<b>Involvement of Federal Labor Office</b>	<b>Legal status</b>
<b>University degree</b> § 2 Para. 1 No. 2 a BeschV (Employment Ordinance)	<b>€53,600.00 annually/            €4,466.66 monthly</b>	<b>approval-free*</b>	<b>Blue Card EU (§ 19 a AufenthG –            Residence Act), permanent residency            after 33 or 21 months</b>
<b>German university degree, shortage            occupation            (MINT profession, doctors)</b> § 2 Para. 1 No. 2 b BeschV	<b>€41,808.00 annually/            €3,484.00 monthly</b>	<b>approval-free*</b>	<b>Blue Card EU (§ 19 a AufenthG –            Residence Act), permanent residency            after 33 or 21 months</b>
<b>German university degree</b> § 2 Para. 1 No. 3 BeschV (Employment Ordinance)		<b>approval-free*</b>	<b>Residence permit,            settlement permit after 2 years</b>
<b>Foreign university degree, shortage            occupation            (MINT profession, doctors)</b> § 2 Para. 2 BeschV (Employment	<b>€41,808.00 annually/            €3,484.00 monthly</b>	<b>Review of comparability of            employment conditions</b>	<b>Blue Card EU (§ 19 a AufenthG –            Residence Act), permanent residency            after 33 or 21 months</b>
<b>Foreign university degree</b> § 2 Para. 3 BeschV (Employment Ordinance)	<b>Below the salary            threshold of the EU Blue            Card</b>	<b>Priority review, review of            comparability of employment            conditions</b>	<b>Residence permit,            settlement permit after 5 years</b>

\*Involvement of the Federal Labor Office possible to check the employment conditions -- § 72 (7) AufenthG (Residence Act)

# Requested documents

## I. residence permit

- a) Application for a visa or residence permit
- b) CV
- c) university degree (plus anabin-proofs)
- d) passport

## II. Work permit

- a) Application for a labor permit
- b) Job description (filled out by the employer)
- c) Pre-approval from the federal employment agency (your employer needs to go for that)

## III. Family

- a) Application for a residence permit for the spouse and each child (attention: center of living is Berlin; reason for residence = family reunion)
- b) his/her passport
- c) birth certificate of the child/ren
- d) state recognition of the marriage (a translation with an apostille)



## Recommendations for your upcoming employers

If you are in contact with a Berlin-based company which is willing to hire you, please refer them to Berlin Partner, as the governmental economic development agency.

We offer the [Business Immigration Service](#) (BIS) for Berlin-based companies. BIS supports Berlin companies free of charge in applying for residence and work permits for their foreign employees. Within the framework of BIS, employers can quickly and easily clarify all questions of residence law for their foreign managers and highly qualified specialists and their families. In order to use this service as a company they simply should get in touch with us.

The BIS is a service only for corporates. Please understand that we cannot support you as an individual.

## Official information & services for you

German Embassies

[www.auswaertiges-amt.de/en/aussenpolitik/laenderinformationen](http://www.auswaertiges-amt.de/en/aussenpolitik/laenderinformationen)



Federal Foreign Office

German governmental website for qualified professionals

[www.make-it-in-germany.com/en/](http://www.make-it-in-germany.com/en/)



Immigration office of Berlin

[www.berlin.de/lab0/willkommen-in-berlin/](http://www.berlin.de/lab0/willkommen-in-berlin/)



Welcome platform of Berlin

[www.talent-berlin.de/en/](http://www.talent-berlin.de/en/)

The 'Talent Berlin' logo features the word 'TALENT' in a bold, uppercase font, followed by a stylized red icon of a building spire, and the word 'BERLIN' in a bold, uppercase font.

# Thank you for your interest

## Your contact

David Kremers  
Project Manager Talent Services

T +49 30 46302-353  
[david.kremers@berlin-partner.de](mailto:david.kremers@berlin-partner.de)

## Berlin Partner for Business and Technology

Ludwig Erhard Haus  
Fasanenstr. 85 | 10623 Berlin  
T +49 (0)30 46302-500 | [info@berlin-partner.de](mailto:info@berlin-partner.de)  
[www.berlin-partner.de](http://www.berlin-partner.de) | [www.businesslocationcenter.de](http://www.businesslocationcenter.de)



Some projects of the Berlin Partner für Wirtschaft und Technologie Berlin GmbH are funded by the federal state of Berlin and the Investitionsbank Berlin, cofunded by the European Union – European Regional Development Fund. Investing in your Future.

